

Exhibit 10



NFL COLLECTIVE BARGAINING AGREEMENT 2006-2012

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE NFL MANAGEMENT COUNCIL
AND
THE NFL PLAYERS ASSOCIATION
March 8, 2006



NFL PLAYERS
ASSOCIATION

TABLE OF CONTENTS

INTRODUCTION	1
PREAMBLE	3
ARTICLE I DEFINITIONS	4
Section 1. General Definitions	4
Section 2. Free Agency Definitions	5
Section 3. Salary Cap Definitions	6
Section 4. Further Definitions	7
ARTICLE II GOVERNING AGREEMENT	8
Section 1. Conflicts	8
Section 2. Implementation	8
Section 3. Management Rights	8
Section 4. Rounding	8
ARTICLE III SCOPE OF AGREEMENT	9
Section 1. Scope	9
Section 2. Arbitration	9
ARTICLE IV NO STRIKE/LOCKOUT/SUIT	10
Section 1. No Strike/Lockout	10
Section 2. No Suit	10
Section 3. Releases	11
ARTICLE V UNION SECURITY	12
Section 1. Union Security	12
Section 2. Check-off	12
Section 3. NFLPA Meetings	12
Section 4. NFLPA Player Group Licensing Program	12
Section 5. Disputes	13
Section 6. Procedure for Enforcement	13
Section 7. NFLPA Responsibility	14
Section 8. Orientations	14
Section 9. Rookie Symposium	14
ARTICLE VI NFLPA AGENT CERTIFICATION	16
Section 1. Exclusive Representation	16
Section 2. Enforcement	16
Section 3. Penalty	16

ARTICLE VII PLAYER SECURITY	.18
Section 1. No Discrimination	.18
Section 2. Personal Appearance	.18
ARTICLE VIII CLUB DISCIPLINE	.19
Section 1. Maximum Discipline	.19
Section 2. Published Lists	.20
Section 3. Uniformity	.20
Section 4. Disputes	.20
Section 5. Deduction	.20
Section 6. NFL Drug and Steroid Policies	.21
Section 7. Cumulative Fines	.21
Section 8. Offset of Pre-Season Fine Amounts	.21
Section 9. Effective Date	.22
ARTICLE IX NON-INJURY GRIEVANCE	.23
Section 1. Definition	.23
Section 2. Initiation	.23
Section 3. Filing	.23
Section 4. Ordinary and Expedited Appeal	.23
Section 5. Discovery	.24
Section 6. Arbitration Panel	.24
Section 7. Hearing	.25
Section 8. Arbitrator's Decision and Award	.26
Section 9. Time Limits	.26
Section 10. Representation	.26
Section 11. Costs	.26
Section 12. Payment	.27
Section 13. Grievance Settlement Committee	.27
ARTICLE X INJURY GRIEVANCE	.28
Section 1. Definition	.28
Section 2. Filing	.28
Section 3. Answer	.28
Section 4. Neutral Physician	.29
Section 5. Neutral Physician List	.29
Section 6. Appeal	.30
Section 7. Arbitration Panel	.30
Section 8. Hearing	.30
Section 9. Miscellaneous	.31
Section 10. Expenses	.32
Section 11. Pension Credit	.32
Section 12. Payment	.32
Section 13. Presumption of Fitness	.32
Section 14. Playoff Money	.33

Section 15. Information Exchange	33
Section 16. Discovery	33
ARTICLE XI COMMISSIONER DISCIPLINE	34
Section 1. League Discipline	34
Section 2. Time Limits	34
Section 3. Representation	34
Section 4. Costs	35
Section 5. One Penalty	35
Section 6. Fine Money	35
ARTICLE XII INJURY PROTECTION	36
Section 1. Qualification	36
Section 2. Benefit	36
Section 3. Disputes	37
ARTICLE XIII COMMITTEES	38
Section 1. Joint Committee	38
Section 2. Competition Committee	39
Section 3. Player/Club Operations Committee	39
ARTICLE XIV NFL PLAYER CONTRACT	40
Section 1. Form	40
Section 2. Term	40
Section 3. Changes	40
Section 4. Conformity	40
Section 5. General, Notices, Prohibitions, etc.	40
Section 6. Commissioner Disapproval	42
Section 7. NFLPA Group Licensing Program	42
Section 8. Good Faith Negotiation	43
Section 9. Limitations on Salary Forfeitures	43
ARTICLE XV OPTION CLAUSE	45
Section 1. Prohibition	45
ARTICLE XVI COLLEGE DRAFT	46
Section 1. Time of Draft	46
Section 2. Number of Choices and Eligibility	46
Section 3. Required Tender	46
Section 4. Signing of Drafted Rookies	46
Section 5. Other Professional Teams	47
Section 6. Return to College	48
Section 7. Assignment of Draft Rights	49
Section 8. Subsequent Draft	49
Section 9. No Subsequent Draft	49

Section 10. Compensatory Draft Selections	49
Section 11. Undrafted Rookies	49
Section 12. Notice of Signing	50
ARTICLE XVII ENTERING PLAYER POOL	51
Section 1. Definition	51
Section 2. Covered League Years	51
Section 3. Calculation	51
Section 4. Operation	53
Section 5. Rookie Player Contract Length	55
ARTICLE XVIII VETERANS WITH LESS THAN	
THREE ACCRUED SEASONS	56
Section 1. Accrued Seasons Calculation	56
Section 2. Negotiating Rights of Players With Less	
Than Three Accrued Seasons	56
ARTICLE XIX VETERAN FREE AGENCY	57
Section 1. Unrestricted Free Agents	57
Section 2. Restricted Free Agents	58
Section 3. Offer Sheet and First Refusal Procedures	63
Section 4. Expedited Arbitration	65
Section 5. Individually Negotiated Limitations	
on Player Movement	66
Section 6. Notices, Etc.	66
ARTICLE XX FRANCHISE AND TRANSITION PLAYERS	68
Section 1. Franchise Player Designations	68
Section 2. Required Tender for Franchise Players	68
Section 3. Transition Player Designations	71
Section 4. Required Tender for Transition Players	71
Section 5. Right of First Refusal for Transition Players	72
Section 6. Lists	72
Section 7. Salary Information	72
Section 8. No Assignment	73
Section 9. Duration of Designation [<i>no longer applicable</i>]	73
Section 10. Franchise Player Designation Period	73
Section 11. Transition Player Designation Period	74
Section 12. Prospective Designation [<i>no longer applicable</i>]	74
Section 13. Right to Decline [<i>no longer applicable</i>]	74
Section 14. Other Terms	74
Section 15. Compensatory Draft Selection	75
Section 16. Signing Period for Transition Players	75
Section 17. Signing Period for Franchise Players	75

ARTICLE XXI FINAL EIGHT PLAN	.77
Section 1. Application	.77
Section 2. Top Four Teams	.77
Section 3. Next Four Teams	.77
Section 4. Replacement of Free Agents Signed by Other Club	.77
Section 5. Increases	.78
Section 6. Salary Definition	.78
Section 7. Trade Limitation	.78
Section 8. Transition and Franchise Players	.78
Section 9. Player Tenders	.78
ARTICLE XXII WAIVER SYSTEM	.79
Section 1. Release	.79
Section 2. Contract	.79
Section 3. Ineligibility	.79
Section 4. Notice of Termination	.79
Section 5. NFLPA's Right to Personnel Information	.80
Section 6. Rosters	.80
Section 7. Procedural Recall Waivers	.80
ARTICLE XXIII TERMINATION PAY	.81
Section 1. Eligibility	.81
Section 2. Regular Season Signings	.81
Section 3. Ineligibility for Termination Pay	.81
ARTICLE XXIV GUARANTEED LEAGUE-WIDE SALARY, SALARY CAP, & MINIMUM TEAM SALARY	.82
Section 1. Definitions	.82
Section 2. Trigger For Guaranteed League-wide Salary, Salary Cap, and Minimum Team Salary	.95
Section 3. Guaranteed League-wide Salary	.95
Section 4. Salary Cap Amounts	.96
Section 5. Minimum Team Salary	.102
Section 6. Computation of Team Salary	.102
Section 7. Valuation of Player Contracts	.104
Section 8. 30% Rules	.133
Section 9. Renegotiations and Extensions	.134
Section 10. Accounting Procedures	.135
Section 11. Revenue Sharing	.143
ARTICLE XXV ENFORCEMENT OF THE SALARY CAP AND ENTERING PLAYER POOL	.145
Section 1. Undisclosed Terms	.145
Section 2. Circumvention	.145
Section 3. Special Master Action	.145

Section 4. Commissioner Disapproval	145
Section 5. Special Master Review	146
Section 6. Sanctions	146
Section 7. Revenue Circumvention	147
Section 8. Management Council Audit Rights	148
Section 9. Prior Consultation	148

ARTICLE XXVI SPECIAL MASTER149

Section 1. Appointment	149
Section 2. Scope of Authority	149
Section 3. Discovery	150
Section 4. Compensation	150
Section 5. Procedures	150
Section 6. Selection of Special Master	151
Section 7. Penalties	151

ARTICLE XXVII IMPARTIAL ARBITRATOR152

Section 1. Selection	152
Section 2. Scope of Authority	152
Section 3. Effect of Rulings	152
Section 4. Discovery	152
Section 5. Compensation of Impartial Arbitrator	152
Section 6. Procedures	152
Section 7. Selection of Impartial Arbitrator	153

ARTICLE XXVIII ANTI-COLLUSION154

Section 1. Prohibited Conduct	154
Section 1a. Commissioner Approvals	154
Section 2. Other Club Conduct	154
Section 3. Club Discretion	154
Section 4. League Disclosures	155
Section 5. Enforcement of Anti-Collusion Provisions	155
Section 6. Burden of Proof	155
Section 7. Summary Judgment	156
Section 8. Remedies	156
Section 9. Computation of Damages	157
Section 10. Player Election	157
Section 11. Payment of Damages	158
Section 12. Effect on Cap Computations	158
Section 13. Effect of Salary Cap	158
Section 14. No Reimbursement	158
Section 15. Costs	158
Section 16. Termination	158
Section 17. Time Limits	159
Section 18. Prior Conference	159

ARTICLE XXIX CERTIFICATIONS	160
Section 1. Contract Certification	160
Section 2. End of League Year Certification	160
Section 3. False Certification	161
ARTICLE XXX CONSULTATION AND INFORMATION SHARING	163
Section 1. Consultation and Communications	163
Section 2. Salary Summaries	163
Section 3. Notice of Invalid Contract	163
Section 4. Neutral Verifier	163
Section 5. Copies	164
Section 6. Meetings	164
ARTICLE XXXI EXPANSION	165
Section 1. Veteran Allocation	165
Section 2. Additional Compensatory Picks	165
Section 3. Entering Player Pool Adjustment	165
Section 4. Relocation Bonus	165
ARTICLE XXXII OTHER PROVISIONS	166
Section 1. CFL Rule	166
Section 2. Physically Unable to Perform	166
Section 3. Non-Football Injury	166
Section 4. Roster Exemption	166
Section 5. Arena Football Players	167
ARTICLE XXXIII SQUAD SIZE	169
Section 1. Active List	169
Section 2. Pre-Season	169
Section 3. Inactive List	169
Section 4. Active and Inactive List Limit	169
ARTICLE XXXIV PRACTICE SQUADS	170
Section 1. Practice Squads	170
Section 2. Signing With Other Clubs	170
Section 3. Salary	171
Section 4. Eligibility	171
Section 5. Active List	171
ARTICLE XXXV OFF-SEASON WORKOUTS	172
Section 1. Voluntary Workouts	172
Section 2. Time Periods	172
Section 3. Payment	172
Section 4. Injuries	173
Section 5. Miscellaneous	173

Section 6. Pre-Training Camp Period	173
Section 7. Rookie Premiere	174
Section 8. Enforcement	174
ARTICLE XXXVI MINICAMPS	176
Section 1. Number	176
Section 2. Length	176
Section 3. Expenses	176
Section 4. Contact	176
Section 5. Injuries	176
ARTICLE XXXVII PRE-SEASON TRAINING CAMPS	177
Section 1. Definition	177
Section 2. Room and Board	177
Section 3. Rookie Per Diem	177
Section 4. Veteran Per Diem	177
Section 5. Reporting	177
Section 6. Number of Pre-Season Games	177
Section 7. Telephones	178
Section 8. Expenses	178
ARTICLE XXXVIII SALARIES	179
Sections 1-5. <i>[no longer applicable]</i>	179
Section 6. Minimum Salaries	179
Section 7. Credited Season	180
Section 8. Other Compensation	180
Section 9. Arbitration	180
Section 10. Payment	180
Section 11. Deferred Paragraph 5	180
Section 12. Number of Regular Season Games	181
Section 13. Copies of Contracts	181
Section 14. Split Contracts	181
Section 15. Funding of Deferred and Guaranteed Contracts	181
ARTICLE XXXVIII-A MINIMUM SALARY BENEFIT	183
Section 1. Qualifying Players	183
Section 2. Qualifying Contracts	183
Section 3. Additional Compensation Rules	183
Section 4. Payments	184
Section 5. Reduced Salary Cap Count	184
Section 6. Minimum Salary Benefit Calculation	185
Section 7. Extensions of Qualified Contracts	185
Section 8. <i>[no longer applicable]</i>	185
Section 9. Terminated Qualifying Players	185

Section 10. Players Moving to New Club	185
Section 11. Player Returning to Old Club	185
Section 12. Players with Expired Contract	186
Section 13. Guarantees	186
Section 14. Termination Pay	186
Section 15. No Benefit for Non-Qualifying Contracts	187
ARTICLE XXXVIII-B PERFORMANCE-BASED POOL	188
Section 1. Creation of Fund	188
Section 2. Amount of Fund	188
Section 3. Mandatory Distribution Each Year	188
Section 4. Qualifying Players	188
Section 5. Methodology	188
Section 6. Corrections	189
ARTICLE XXXIX MEAL ALLOWANCE	190
Section 1. Reimbursement	190
Section 2. Travel Day	190
ARTICLE XL DAYS OFF	191
Section 1. Rate	191
Section 2. Requirements	191
ARTICLE XLI MOVING AND TRAVEL EXPENSES	192
Section 1. Qualification	192
Section 2. Moving Expenses	192
Section 3. Travel Expenses	192
Section 4. Transportation	193
ARTICLE XLII POST-SEASON PAY	194
Section 1. System	194
Section 2. Compensation	194
Section 3. Wild Card Game; Division Play-off Game	194
Section 4. Conference Championship; Super Bowl Game	194
Section 5. Payment	195
ARTICLE XLIII PRO BOWL GAME	196
Section 1. Compensation	196
Section 2. Selection	196
Section 3. Wives	196
Section 4. Injury	196
Section 5. Payment	196

ARTICLE XLIV PLAYERS' RIGHTS TO MEDICAL

CARE AND TREATMENT	197
Section 1. Club Physician	197
Section 2. Club Trainers	197
Section 3. Players' Right to a Second Medical Opinion	197
Section 4. Players' Right to a Surgeon of His Choice	197
Section 5. Standard Minimum Pre-Season Physical	197
Section 6. Substance Abuse	198

ARTICLE XLV ACCESS TO PERSONNEL AND

MEDICAL RECORDS	199
Section 1. Personnel Records	199
Section 2. Medical Records	199

ARTICLE XLVI PLAYER BENEFIT COSTS .200

Section 1. General Right of Reduction	200
Section 2. Right of Restoration	200
Section 3. Definition	200
Section 4. Resolution of Disputes	200
Section 5. <i>[no longer applicable]</i>	201
Section 6. Limitations on Contributions	201
Section 7. Application of a Salary Cap to Plan Years	202
Section 8. Timing	202

ARTICLE XLVII RETIREMENT PLAN .203

Section 1. Maintenance and Definitions	203
Section 2. <i>[no longer applicable]</i>	203
Section 3. Contributions	203
Section 4. Benefit Credits	203
Section 5. Disability Benefits	204
Section 6. Joint and Survivor Reset	205
Section 7. Death Benefits	205

ARTICLE XLVIII SECOND CAREER SAVINGS PLAN .206

Section 1. Maintenance	206
Section 2. Contributions	206

ARTICLE XLVIII-A PLAYER ANNUITY PROGRAM .208

Section 1. Establishment	208
Section 2. Contributions	208
Section 3. Timing	208
Section 4. Structure	209
Section 5. New Tax-Qualified Portion	209
Section 6. NFL Player Annuity & Insurance	
Company Net Worth	209

ARTICLE XLVIII-B TUITION ASSISTANCE PLAN	210
Section 1. Establishment	210
Section 2. Eligibility	210
Section 3. Reimbursement	211
ARTICLE XLVIII-C NFL PLAYERS HEALTH REIMBURSEMENT ACCOUNT	212
Section 1. Establishment	212
Section 2. Contributions	212
Section 3. Eligibility	212
Section 4. Health Reimbursement Accounts	213
Section 5. Payments from Health Reimbursement Accounts	213
Section 6. Structure	214
Section 7. Plan Operation in Uncapped Years	214
ARTICLE XLVIII-D 88 BENEFIT	215
Section 1. Establishment	215
Section 2. Benefits	215
Section 3. Funding	216
Section 4. Term	216
ARTICLE XLVIII-E NFL PLAYERS BENEFITS COMMITTEE	217
Section 1. Establishment	217
Section 2. Function	217
Section 3. Expenses	217
Section 4. Uncapped Years	217
ARTICLE XLIX GROUP INSURANCE	218
Section 1. Group Benefits	218
Section 2. Extended Post-Career Medical and Dental Benefits	219
Section 3. Limitations and Rules For Extended Insurance	219
Section 4. <i>[no longer applicable]</i>	220
Section 5. Administration	220
ARTICLE L SEVERANCE PAY	221
Section 1. Eligibility	221
Section 2. Amount	221
Section 3. Application	221
Section 4. Payment	221
Section 5. Failure to Apply	222
Section 6. Only One Payment	222
Section 7. Payable to Survivor	222
Section 8. Prior Severance Pay	222
Section 9. Nonassignability	222

ARTICLE LI DISABILITY PLAN	.223
Section 1. Maintenance	.223
Section 2. Contributions	.223
Section 3. Extension	.223
ARTICLE LII BENEFIT ARBITRATOR	.224
Section 1. Selection	.224
Section 2. Compensation	.224
Section 3. Role	.224
ARTICLE LIII RETENTION OF BENEFITS	.226
ARTICLE LIV WORKERS' COMPENSATION	.227
Section 1. Benefits	.227
Section 2. Rejection of Coverage	.227
Section 3. Arbitration	.227
Section 4. Worker's Compensation Offset Provisions	.227
Section 5. Preservation of Rights	.231
ARTICLE LV MISCELLANEOUS	.233
Section 1. Endorsements	.233
Section 2. Game Day Attire	.233
Section 3. Appearances	.233
Section 4. Promotion	.233
Section 5. Deduction	.233
Section 6. Public Statements	.234
Section 7. Address	.234
Section 8. NFLPA Tickets	.234
Section 9. Player Tickets	.234
Section 10. Tests	.234
Section 11. League Security	.234
Section 12. Career Planning Program	.235
Section 13. Delivery of Documents	.235
Section 14. Binding Effect	.235
Section 15. Authorization	.235
Section 16. Headings	.235
Section 17. Time Periods	.235
Section 18. Exhibits	.235
Section 19. Parol Evidence	.235
Section 20. Prior Side Letters	.235

ARTICLE LVI FINAL LEAGUE YEAR	.237
Section 1. No Salary Cap	.237
Section 2. Free Agency if Salary Cap in League	
Year Prior to Final League Year	.237
Section 3. Free Agency if No Salary Cap in League	
Year Prior to Final League Year	.237
Section 4. Franchise and Transition Players	.237
ARTICLE LVII MUTUAL RESERVATION OF RIGHTS:	
LABOR EXEMPTION	.238
Section 1. Rights Under Law	.238
Section 2. Labor Exemption	.238
Section 3. CBA Expiration	.238
ARTICLE LVIII DURATION OF AGREEMENT	.240
Section 1. <i>[no longer applicable]</i>	.240
Section 2. Effective Date/Expiration Date	.240
Section 3. Termination Prior to Expiration Date	.240
Section 4. Effect of Early Termination on Player Contracts	.241
Section 5. Ratification	.241
ARTICLE LIX GOVERNING LAW	.243
ARTICLE LX NOTICES	.244
APPENDIX A—CHECK-OFF AUTHORIZATION FOR NATIONAL FOOTBALL LEAGUE PLAYERS ASSOCIATION DEDUCTIONS	.245
APPENDIX B—INJURY PROTECTION/EARLY WAIVER	.247
APPENDIX C—NFL PLAYER CONTRACT	.248
APPENDIX D—FIRST REFUSAL OFFER SHEET	.257
APPENDIX E—FIRST REFUSAL EXERCISE NOTICE	.258
APPENDIX F—WAIVER OF FREE AGENT RIGHTS	.259
APPENDIX G—NOTICE OF TERMINATION	.260
APPENDIX H—ACCOUNTANTS' REVIEW PROCEDURES	.261

APPENDIX H.1—ACCOUNTANTS’ AGREED-UPON PROCEDURES REPORT	267
APPENDIX H.2—LOCAL ACCOUNTANTS’ AGREED-UPON PROCEDURES REPORT	268
APPENDIX H.3—REVENUE ACCOUNTING RULES	269
APPENDIX I—STANDARD MINIMUM PRE-SEASON PHYSICAL EXAMINATION	279
APPENDIX J—ACTUARIAL ASSUMPTIONS AND ACTUARIAL COST METHOD	282
APPENDIX J.1—HEALTH REIMBURSEMENT PLAN ACTUARIAL ASSUMPTIONS AND FUNDING	285
APPENDIX K—EXTENSION CHART	287
APPENDIX L—OFF-SEASON WORKOUT RULES	288
APPENDIX M—PSL EXAMPLES	289
APPENDIX N—WRITTEN WARNING GOOD FAITH EFFORT ..	296
APPENDIX O—SALARY CAP CALCULATION EXAMPLE	297
APPENDIX P—ADJUSTMENT MECHANISM EXAMPLES	298
INDEX	302

INTRODUCTION

This booklet contains the text of the Collective Bargaining Agreement between the National Football League Management Council and the National Football League Players Association effective March 8, 2006. To the extent that any differences exist between this booklet and the original signed Agreement maintained by the parties, the original shall control.

PREAMBLE

This Agreement, which is the product of bona fide, arm's length collective bargaining, is made and entered into as of the 8th day of March, 2006, in accordance with the provisions of the National Labor Relations Act, as amended, by and between the National Football League Management Council ("Management Council" or "NFLMC"), which is recognized as the sole and exclusive bargaining representative of present and future employer member Clubs of the National Football League ("NFL" or "League"), and the National Football League Players Association ("NFLPA"), which is recognized as the sole and exclusive bargaining representative of present and future employee players in the NFL in a bargaining unit described as follows:

1. All professional football players employed by a member club of the National Football League;
2. All professional football players who have been previously employed by a member club of the National Football League who are seeking employment with an NFL Club;
3. All rookie players once they are selected in the current year's NFL College Draft; and
4. All undrafted rookie players once they commence negotiation with an NFL Club concerning employment as a player.

ARTICLE I DEFINITIONS

As used in this Agreement, the following terms shall have the following meanings:

Section 1. General Definitions:

- (a) "Agreement" means this Collective Bargaining Agreement.
- (b) "Class Counsel" means the law firm of Weil, Gotshal & Manges, 767 Fifth Avenue, New York, New York 10153, the law firm of Dewey Ballantine, LLP, 1301 Avenue of the Americas, New York, New York 10019, and the law firm of Lindquist & Vennum, 4200 IDS Center, Minneapolis, Minnesota 55402.
- (c) "Club" or "Team" or "Member," used interchangeably herein, means any entity that is a member of the NFL or operates a franchise in the NFL at any time during the term of this Agreement.
- (d) "Club Affiliate" or "Team Affiliate" means any entity or person owned by (wholly or partly), controlled by, affiliated with, or related to a Club or any owner of a Club.
- (e) "Commissioner" means the Commissioner of the NFL.
- (f) "Impartial Arbitrator" means the person authorized by this Agreement and the Settlement Agreement to hear and resolve specified disputes as provided in this Agreement and the Settlement Agreement.
- (g) "League Year" means the period from March 1 of one year through and including the last day of February of the following year, or such other one year period to which the NFL and the NFLPA may agree.
- (h) "NFL Player Contract" means the form of Player Contract utilized in the NFL.
- (i) "NFL Rules" means the Constitution and Bylaws, rules, and regulations of the NFL and/or the Management Council.
- (j) "Player Affiliate" means any entity or person owned by (wholly or partly), controlled by, affiliated with, or related to a player.
- (k) "Salary" means any compensation of money, property, investments, loans, or anything else of value that a Club pays to, or is obligated to pay to, a player or Player Affiliate, or is paid to a third party at the request of and for the benefit of a player or Player Affiliate, during a League Year, as calculated in accordance with the rules set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).
- (l) "Settlement Agreement" means the Stipulation and Settlement Agreement, dated February 26, 1993, as amended.
- (m) "Special Master" means the special master appointed and authorized by this Agreement and the Settlement Agreement to hear and resolve specified disputes as provided in this Agreement and the Settlement Agreement.

Section 2. Free Agency Definitions:

(n) "Accrued Season" means any playing season for which a player received credit with respect to his qualifications for Unrestricted Free Agency or Restricted Free Agency, as described in Article XIX (Veteran Free Agency).

(o) "Compensatory Draft Selection" means an additional Draft choice awarded to a Club as described in Article XIX (Veteran Free Agency) and Article XX (Franchise and Transition Players).

(p) "Draft" or "College Draft" means the NFL's annual draft of Rookie football players as described in Article XVI (College Draft).

(q) "Draft Choice Compensation" means the right of any Club, as described in Article XIX (Veteran Free Agency) and Article XX (Franchise and Transition Players), to receive draft pick(s) from any other Club.

(r) "Drafted Rookie" means a person who is selected in the current League Year's Draft or whose Draft rights are held, or continue to be held, consistent with this Agreement, by an NFL Club that selected the Rookie in a prior Draft.

(s) "Final Eight Plan" means the rules whereby signings of Unrestricted Free Agents are limited in Uncapped Years for the final eight play-off Clubs, under the limited circumstances described in Article XXI (Final Eight Plan).

(t) "Free Agent" means a player who is not under contract and is free to negotiate and sign a Player Contract with any NFL Club, without Draft Choice Compensation or any Right of First Refusal.

(u) "Minimum Salary" means the minimum annual Paragraph 5 Salary which shall be paid to an NFL player not on any Active list, and not on the Inactive list, pursuant to this Agreement.

(v) "Minimum Active/Inactive List Salary" means the minimum annual Paragraph 5 Salary which shall be paid to an NFL player on any Active list, or on the Inactive list, pursuant to this Agreement.

(w) "Negotiate" means, with respect to a player or his representatives on the one hand, and an NFL Club or its representatives on the other hand, to engage in any written or oral communication relating to efforts to reach agreement on employment and/or terms of employment between such player and such Club.

(x) "New Club" means any Club except the Prior Club (as defined below).

(y) "Player Contract" means a written agreement or series of such agreements executed at or about the same time between a person and an NFL Club pursuant to which such person is employed by such Club as a professional football player.

(z) "Prior Club" means the Club that contracted with or otherwise held the NFL playing rights for the player for the previous NFL League Year.

(aa) "Prior Year Salary" means the total of the Paragraph 5 Salary, roster and reporting bonuses, pro-rata portion of signing bonus, and other

payments to a player in compensation for the playing of professional football for the last League Year of the player's most recently negotiated Player Contract, except for performance bonuses other than roster and reporting bonuses. Prior Year Salary shall also include any unrepaid loans made, guaranteed or collateralized by a Team or its Team Affiliate to a player or Player Affiliate.

(ab) "Renegotiate" means any change in Salary or the terms under which such Salary is earned or paid, or any change regarding the Club's right to trade the player, during the term of a Player Contract.

(ac) "Required Tender" means a Player Contract tender that a Club is required to make to a player pursuant to this Agreement, either as a matter of right with respect to the player, or to receive Rights of First Refusal, Draft Choice Compensation and/or other rights with respect to the player, as specified in this Agreement.

(ad) "Restricted Free Agent" means a Veteran who has three or more Accrued Seasons and who completes performance of his Player Contract, but who is still subject to a Right of First Refusal and/or Draft Choice Compensation in favor of his Prior Club.

(ae) "Right of First Refusal" means the right of an NFL Club, as described in Article XIX (Veteran Free Agency) and Article XX (Franchise and Transition Players) to retain the services of certain Veteran players by matching offers made to those players.

(af) "Rookie" means a person who has never signed a Player Contract with an NFL Club.

(ag) "Undrafted Rookie" means a Rookie who was eligible for but not selected in a College Draft.

(ah) "Unrestricted Free Agent" means a Veteran who completes performance of his Player Contract, and who is no longer subject to any exclusive negotiating rights, Right of First Refusal, or Draft Choice Compensation in favor of his Prior Club.

(ai) "Veteran" means a player who has signed at least one Player Contract with an NFL Club.

Section 3. Salary Cap Definitions:

(aj) "Benefits" or "Player Benefit Costs" means the specific benefits paid to players set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).

(ak) "Capped Year" means any League Year for which a Salary Cap is in effect.

(al) "Total Revenues" or "TR" means all of the League and Team revenues that are included within the definition of Total Revenues, as set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).

(am) "Guaranteed League-wide Salary" means the minimum amount that the Teams in the NFL must pay in Player Costs during a League Year, if

applicable, as set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).

(an) "Minimum Team Salary" means the minimum amount that each Team must pay in Salaries during a League Year, if applicable, as set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary), Section 5.

(ao) "Paragraph 5 Salary" means the compensation set forth in paragraph 5 of the NFL Player Contract, or in any amendments thereto.

(ap) "Player Costs" means the total Salaries and Benefits attributable to a League Year for all NFL Teams under all of the rules set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary), but not including loans, loan guarantees, unpaid grievances attributions, and unearned incentives.

(aq) "Projected Benefits" means the amount of Benefits projected in accordance with the rules set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).

(ar) "Projected Total Revenues" means the amount of Total Revenues projected in accordance with the rules set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).

(as) "Room" means the extent to which a Team's then-current Team Salary is less than either the Salary Cap or Entering Player Pool, as applicable.

(at) "Salary Cap" means the absolute maximum amount of Salary that each Club may pay or be obligated to pay or provide to players or Player Affiliates, or may pay or be obligated to pay to third parties at the request of and for the benefit of Players or Player Affiliates, at any time during a particular League Year, in accordance with the rules set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary), if applicable.

(au) "Team Salary" means the Team's aggregate Salary for Salary Cap purposes, as calculated in accordance with the rules set forth in Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary).

(av) "Uncapped Year" means any League Year for which a Salary Cap is not in effect.

Section 4. Further Definitions:

(aw) "Final League Year" means the League Year which is scheduled prior to its commencement to be the final League Year of this Agreement. As of the date hereof, the Final League Year is the 2012 League Year. The Final League Year shall always be an Uncapped Year.

(ax) "Final Capped Year" means the League Year immediately prior to the Final League Year. The Final Capped Year shall be Capped unless the Salary Cap is removed pursuant to Article XXIV (Guaranteed League-wide Salary, Salary Cap & Minimum Team Salary), Section 2(b).

ARTICLE II GOVERNING AGREEMENT

Section 1. Conflicts: The provisions of this Agreement supersede any conflicting provisions in the NFL Player Contract, the NFL Constitution and Bylaws, or any other document affecting terms and conditions of employment of NFL players, and all players, Clubs, the NFLPA, the NFL, and the Management Council will be bound hereby. The provisions of the Stipulation and Settlement Agreement, as *amended*, in White v. NFL, No. 4-92-906 (D. Minn.) ("Settlement Agreement"), shall supersede any conflicting provisions of this Agreement.

Section 2. Implementation: The NFLPA and the Management Council will use their best efforts to faithfully carry out the terms and conditions of this Agreement and to see that the terms and conditions of this Agreement are carried out in full by players and Clubs. The NFLPA will use its best efforts to see that the terms and conditions of all NFL Player Contracts are carried out in full by players.

Section 3. Management Rights: The NFL Clubs maintain and reserve the right to manage and direct their operations in any manner whatsoever, except as specifically limited by the provisions of this Agreement and the Settlement Agreement.

Section 4. Rounding: For the purposes of any amounts to be calculated or used pursuant to this Agreement with respect to Required Tenders, Qualifying Offers, Minimum Salaries, Minimum Active/Inactive List Salaries, Team Salary, Total Revenue ("TR"), Benefits, Player Costs, Projected TR, Projected Benefits, or Salary, such amounts shall be rounded to the nearest \$1,000.

ARTICLE III SCOPE OF AGREEMENT

Section 1. Scope: This Agreement represents the complete understanding of the parties on all subjects covered herein, and there will be no change in the terms and conditions of this Agreement without mutual consent. Except as otherwise provided in Article V (Union Security), Section 6, on Union Security, the NFLPA and the Management Council waive all rights to bargain with one another concerning any subject covered or not covered in this Agreement for the duration of this Agreement, including the provisions of the NFL Constitution and Bylaws; provided, however, that if any proposed change in the NFL Constitution and Bylaws during the term of this Agreement could significantly affect the terms and conditions of employment of NFL players, then the Management Council will give the NFLPA notice of and negotiate the proposed change in good faith.

Section 2. Arbitration: The question of whether the parties engaged in good faith negotiations, or whether any proposed change in the NFL Constitution and Bylaws would violate or render meaningless any provision of this Agreement, may be the subject of a non-injury grievance under Article IX (Non-Injury Grievance), which shall be the exclusive method for resolving disputes arising out of this Section 2. If the arbitrator finds that either party did not engage in good faith negotiations, or that the proposed change would violate or render meaningless any provision of this Agreement, he may enter an appropriate order, including to cease and desist from implementing or continuing the practice or proposal in question; provided, however, that the arbitrator may not compel either party to this Agreement to agree to anything or require the making of a concession by either party in negotiations.

ARTICLE IV NO STRIKE/LOCKOUT/SUIT

Section 1. No Strike/Lockout: Except as otherwise provided in Article V (Union Security), Section 6, neither the NFLPA nor any of its members will engage in any strike, work stoppage, or other concerted action interfering with the operations of the NFL or any Club for the duration of this Agreement, and no Clubs, either individually or in concert with other Clubs, will engage in any lockout for the duration of this Agreement. Any claim by the Management Council that the NFLPA has violated this Section 1 will not be subject to the grievance procedure or the arbitration provisions of this Agreement and the Management Council will have the right to submit such claim directly to the courts.

Section 2. No Suit: The NFLPA agrees that neither it nor any of its members, nor agents acting on its behalf, nor any member of its bargaining unit, will sue, or support financially or administratively, or voluntarily provide testimony or affidavit in, any suit against, the NFL or any Club with respect to any claim relating to any conduct permitted by this Agreement, the Settlement Agreement, or any term of this Agreement or the Settlement Agreement, including, without limitation, the Articles concerning the College Draft, the Compensatory Draft, the Option Clause, the Entering Player Pool, Veterans With Less Than Three Accrued Seasons, Veteran Free Agency, Franchise and Transition Players, the Final Eight Plan, Guaranteed League-wide Salary, Salary Cap and Minimum Team Salary, and the Waiver System, and provisions applicable to the trading of players; provided, however, that nothing contained in this Section 2 will prevent the NFLPA or any player from asserting that any Club, acting individually or in concert with other Clubs, or the Management Council, has: (1) breached the terms of this Agreement, the NFL Player Contract, the revised NFL Player Contract, or the NFL Constitution and Bylaws, and from processing such asserted breach as a non-injury grievance under Article IX (Non-Injury Grievance) or asserting any claim before the Special Master or the Impartial Arbitrator as provided in this Agreement; or (2) breached the terms of the Settlement Agreement and from asserting such a claim before the Special Master, Impartial Arbitrator, or the Federal District Court, as provided for in the Settlement Agreement. In addition, neither the NFLPA nor any of its members, agents acting on its behalf, nor any members of its bargaining unit will sue, or support financially or administratively any suit against, the NFL or any Club relating to the provisions of the Constitution and Bylaws of the NFL, which are appended to the Side Letter dated July 24, 2006 from Harold Henderson to Eugene Upshaw, as they were operative and administered at the beginning date of the 2006 League Year (except any provisions relating to the 1982 CBA, which have been superseded by this Agreement); provided, however, that nothing herein shall prevent the NFLPA, its members,

agents or bargaining unit members from asserting any rights they may have under the federal labor laws or under this Agreement or the Settlement Agreement.

Section 3. Releases: The releases and covenants not to sue contained in Article XIX (Releases and Covenants Not to Sue) of the Settlement Agreement are hereby incorporated by reference.

ARTICLE V UNION SECURITY

Section 1. Union Security: Every NFL player has the option of joining or not joining the NFLPA; provided, however, that as a condition of employment commencing with the execution of this Agreement and for the duration of this Agreement and wherever and whenever legal: (a) any active player who is or later becomes a member in good standing of the NFLPA must maintain his membership in good standing in the NFLPA; and (b) any active player (including a player in the future) who is not a member in good standing of the NFLPA must, on the 30th day following the beginning of his employment or the execution of this Agreement, whichever is later, pay, pursuant to Section 2 below or otherwise to the NFLPA, an annual service fee in the same amount as any initiation fee and annual dues required of members of the NFLPA.

Section 2. Check-off: Commencing with the execution of this Agreement, each Club will check-off the initiation fee and annual dues or service charge, as the case may be, in equal weekly or biweekly installments from each pre-season and regular season paycheck, beginning with the first paycheck after the date of the first pre-season squad cutdown, for each player for whom a current check-off authorization (copy attached hereto as Appendix A and made a part of this Agreement) has been provided to the Club. The Club will forward the check-off monies to the NFLPA within seven days of the check-off.

Section 3. NFLPA Meetings: The NFLPA will have the right to conduct three meetings on Club property each year, including one at the time of a Club's minicamp, provided that the player representative or NFLPA office has given the Club reasonable notice of its desire to hold such a meeting by the close of business on Friday of the week before the week in which the meeting is to take place, or by the close of business Thursday if the meeting is scheduled for the following Monday. No meeting will be held at a time which would disrupt a coach's team schedule.

Section 4. NFLPA Player Group Licensing Program: The NFL recognizes that players have authorized the NFLPA to act as their agent in a Group Player Licensing program (defined below) for their benefit. The NFL hereby agrees that neither it, any Club, nor any affiliate of the NFL and/or any Club shall acquire, seek to acquire, induce others to acquire, or assist others in acquiring Group Player Licensing rights, or interfere in any manner with any player's conveyance of such rights pursuant to the NFLPA Group Player Licensing program, except as otherwise explicitly agreed to between the NFLPA and the NFL. Any disputes that arise regarding the NFL's conduct in this regard shall be submitted for expedited arbitration pursuant to

Article IX (Non-Injury Grievance). The first such grievance in any calendar year shall be treated on an expedited basis without counting against the number of grievances the NFLPA may expedite pursuant to Article IX, Section 4; all subsequent such grievances in that calendar year shall count against the number of grievances the NFLPA may expedite pursuant to Article IX, Section 4. For the purposes of this Section 4, Group Player Licensing shall be defined as the use of a total of six or more NFL players' names, signatures facsimiles, voices, pictures, photographs, likenesses and/or biographical information on or in conjunction with products (including, but not limited to, trading cards, clothing, videogames, computer games, collectibles, internet sites, fantasy games, etc.): (a) in any one product category, as defined by industry standards; or (b) in different categories if a total of six or more players are used and (i) the products all use similar or derivative design or artwork or (ii) one such player product is used to promote another player product. For the purposes of this Section 4, Group Player Licensing includes, without limitation, products sold at retail and products that are used as promotional or premium items.

Section 5. Disputes: Any dispute over compliance with, or the interpretation, application or administration of this Article will be processed pursuant to Article IX (Non-Injury Grievance). Any decision of an arbitrator pursuant thereto will constitute full, final and complete disposition of the dispute, and will be binding on the player(s) and Club(s) involved and the parties to this Agreement.

Section 6. Procedure for Enforcement:

(a) Upon written notification to the Management Council by the NFLPA that a player has not paid any initiation fee, dues or the equivalent service fee in violation of Section 1 of this Article V (Union Security), the Management Council will within seven days consider the matter. If there is no resolution of the matter within seven days, then the Club will, upon notification of the NFLPA, suspend the player without pay. Such suspension will continue until the NFLPA has notified the Club in writing that the suspended player has satisfied his obligation as contained in Section 1 of this Article V (Union Security). The parties hereby agree that suspension without pay is adopted as a substitute for and in lieu of discharge as the penalty for a violation of the union security clause of the Agreement and that no player will be discharged for a violation of that clause. The player's contract will be tolled during the period of any such suspension. A copy of all notices required by this "Procedure for the Enforcement of the Union Security Agreement Between the NFL Management Council and the NFLPA" will be simultaneously mailed to the player involved and the Management Council.

(b) It is further agreed that the term "member in good standing" as used in this Article V (Union Security) applies only to payment of dues or

initiation fee and not any other factors involved in union discipline.

(c) It is further agreed that notwithstanding Article III (Scope of Agreement), Article IV (No Strike/Lockout/Suit), and Article LVIII (Duration of Agreement), that if at any time in the term of the Agreement, any court or agency shall wholly or partially invalidate the provisions of Article V (Union Security) relating to Union Security, then the NFLPA may reopen this Agreement upon the giving of 10 days' written notice, with reference solely to the issue of Union Security, and both parties will have an obligation to resume negotiations limited to the issue of Union Security, and both parties will be free to engage in whatever concerted or other action may be permitted by law in support of their positions.

Section 7. NFLPA Responsibility: It is agreed that neither the NFL nor any Club shall be liable for any salary, bonus, or other monetary claims of any player suspended pursuant to the terms of Section 6 above. Collection of initiation fees, annual dues, service charges or other check-off amounts missed because of inadvertent errors shall be the responsibility of the NFLPA. The NFLPA shall be solely responsible for refunds to players in the case of any sums deducted not in conformity with the provisions of the NFLPA Constitution and Bylaws or applicable law.

Section 8. Orientations: During the annual Timing and Testing Sessions of the Scouting Combines, the NFL will use best efforts to ensure that the NFLPA will be permitted to present one-hour orientations for all of the college players attending the session. The orientation will include only information on the Career Planning Program, the Chemical Dependency Program, the NFLPA Agent Certification System, and other information contained in this Agreement and will encourage the players to participate fully in all activities of the Scouting Combine. The NFLPA will also have the right to space in the public area of the players' hotel, staffed by NFLPA employees, to provide information requested by players during their free time at the Combine. The NFLPA and the NFL will also sponsor an orientation with an agreed-upon agenda for all rookies on a Club-by-Club basis during the first half of the NFL regular season, which meetings may take place on the players' day off if no other mutually acceptable day is agreed upon.

Section 9. Rookie Symposium: Attendance at the annual Rookie Symposium shall be mandatory for all Rookies invited to the Symposium. A material failure to attend the entire Symposium (e.g., missing more than one presentation) that is unexcused by the NFLMC will result in a maximum fine of \$50,000 for the 2006-09 League Years and \$75,000 for the 2010-12 League Years. The NFLPA and the NFLMC shall each use its best efforts to encourage players to participate fully in all symposium activities and to abide by all symposium rules (e.g., dress code, curfew, etc.). Being late for or missing curfew will result in a fine at the then applicable amount under

Article VIII of the CBA. Other lateness for meetings or similar Article VIII violations will be disciplined at the applicable fine amounts. Discipline shall be imposed, if appropriate, by the NFLMC, not by any Club.